

PHYSICIAN SUPPLY AND DEMAND INDICATORS IN GEORGIA

A SURVEY OF GEORGIA'S GME GRADUATES COMPLETING TRAINING IN JUNE 2003

**THE GEORGIA BOARD FOR PHYSICIAN WORKFORCE
AUGUST 2004**

***MEETING THE PHYSICIAN WORKFORCE NEEDS OF GEORGIA COMMUNITIES
THROUGH THE SUPPORT AND DEVELOPMENT OF MEDICAL EDUCATION PROGRAMS***

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EXECUTIVE SUMMARY AND KEY FINDINGS

2003 GME EXIT SURVEY

In fiscal year 2002, the Georgia Board for Physician Workforce (GBPW) conducted a survey of physicians completing their final year of residency training in Georgia. The survey was similar to surveys administered in New York and California. The responses provided through this survey gave policy makers, planners, and educators insight into market forces and other factors, which impact physicians completing training in Georgia. To build on this work, the GBPW repeated this survey in 2003. As in 2002, the responses to survey questions have provided an important glimpse into the landscape confronting new physicians in Georgia.

The purpose of this survey is to inform the medical education community and state physician workforce planners about the experiences of graduates and the demand for new physicians in Georgia. The survey offers insight into residents' demographic characteristics; starting salaries; in-state retention rates; proportion of graduates planning to practice in underserved areas; graduates' assessment of the job market; as well as other information. Collectively, this information provides policy makers and educators with knowledge to better tailor medical education and ancillary supports for physicians in training to ensure that Georgia has the physician workforce it needs in the future. Important findings from the 2003 survey are discussed below, along with comparisons to the fiscal year 2002 GME Exit Survey and other similar surveys conducted in other states.

✓ **The physician marketplace needs new physicians.**

- 76 percent of respondents had **actively searched** for a job, and 85% of these job seekers had **already received and accepted an offer**;
- Those graduates who had actively searched for employment typically received three job offers;
- Jobs for physicians appear to be plentiful, as 63% of respondents indicated there were *some*, if not *many*, jobs available within 50 miles of their residency program. Similarly, 84% indicated there were some, if not many, jobs available *nationally*.
- Fewer respondents indicated that they would engage in teaching/research or patient care in 2003, when compared to responses in 2002.

✓ **Georgia is not training enough physicians for its own use.**

- Only 23% of respondents graduated from high school in Georgia
- Only 25% percent graduated from a Georgia medical school.
- Only 39% of those physicians with *confirmed plans* to practice *in Georgia* attended medical school in Georgia.

✓ **Serious pressures continue to challenge new physicians and Georgia's physician workforce.**

- Approximately 42% of responding GME graduates had **educational debt totaling \$80,000** or more.
- Only six of respondents planned to practice in a rural area, down sharply from responses in 2002.

Other Key Findings

1. *The strength of Georgia's job market for physicians appears strong and compares well to other states.*

- Only 29% of respondents who had actively searched for a job reported having difficulty finding a satisfactory position. The percentage that reported difficulty in Georgia (29%) was higher than the percentage in California (24%), but lower than the percentage in New York (31%).
- Of those respondents with confirmed practice plans, 13% indicated having to change plans because of limited practice opportunities. The most common reason was lack of jobs in desired locations/settings. The percentage of Georgia respondents reporting having to change plans was lower than both California (14%) and New York (17%).

2. *Demand for specialists (non-primary care physicians) was stronger than for primary care physicians (Family Practice, General Internal Medicine, General Pediatrics, and Obstetrics and Gynecology).*

- Specialists received more job offers than generalists (mean of 3.6 versus 2.7). These figures are comparable with those reported by California graduates (mean of 3.92 for specialists and 2.82 for generalists).
- Specialists who had searched for a job experienced less difficulty finding a satisfactory position in comparison to generalists (24% versus 38%). These results are comparable to California, though slightly higher in both categories. California rates were 20% for specialists and 31% for generalists.

3. *Georgia continues to rely heavily on other states and countries to train needed physicians.*

- The majority of physicians completing residency training in Georgia are from other states. Of the 398 respondents, 237 (60%) lived in another state upon graduation from high school.
- Seventeen percent of respondents indicated they graduated from a high school in another country.
- Fifty three percent of survey respondents attended medical school in another state, with 22% attending medical school in another country.
- Fifty-four percent of the graduates with **confirmed** practice plans are remaining in Georgia. This rate falls between California at 79% and New York at 51% retention.

4. *The face of medicine is likely changing, as new physicians reflect diverse backgrounds.*

- Over 1/3 of respondents were female.
- The reported race and ethnicity of physicians completing training appears to be increasingly diverse, with 35% of respondents indicating they were of African-American, Asian, or other races.

5. *Respondents entering practice in Georgia reported satisfaction with their salary/compensation packages.*

- Starting salaries range from \$112,000 to well over \$200,000, depending on the specialty;
- Fifty percent of the respondents entering clinical practice who had accepted a position indicated they were “Very Satisfied” with their compensation package (122 of 245 respondents). Only 15 of the 245 applicable respondents (or six%) reported they were “Not Too Satisfied” with their compensation package.
- Specialists also enjoyed higher overall starting salaries. The average starting salaries for specialists ranged from \$111,692 for Psychiatry to \$245,909 for Radiology. Salaries for new primary care physicians (*Family Practice, General Internal Medicine, General Pediatrics, and Obstetrics and Gynecology*) ranged from \$113,357 to \$162,471;

BACKGROUND

This report presents the results of the Georgia Board for Physician Workforce's second annual GME Exit Survey of physicians completing a Georgia residency or fellowship training program in June 2003. The survey instrument was developed by the Center for Health Workforce Studies based at the State University of New York in Albany. No changes have been made to the questionnaire. Similar surveys have been administered in other states in recent years. Comparisons with the 2002 results are shown throughout the report where appropriate, as well as comparisons with New York and California.

A total of 504 surveys were electronically distributed and 398 were returned, yielding an overall response rate of 79%. The overall response rate is up from 2002, when 42% of physicians completing training completed the survey. The response rate by specialty is denoted in Exhibit 1.

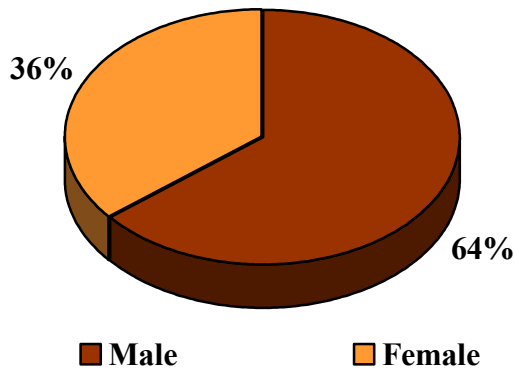
Exhibit 1
GME Exit Survey (2003)
Response Rate by Specialty

Specialty	Number of GME Graduates (Total N=504)	Number of Surveys Returned (Total N=398)	Percentage Response Rate by Specialty
Allergy and Immunology	1	1	100%
Anesthesiology	22	21	95%
Cardiology/Cardiothoracic Surgery	22	16	73%
Child and Adolescent Psychiatry	2	1	50%
Dermatology	8	7	88%
Emergency Medicine	22	17	77%
Endocrinology and Metabolism	4	4	100%
Family Practice	74	58	78%
Gastroenterology	4	4	100%
Hematology/Oncology	5	4	80%
Infectious Disease	4	4	100%
Internal Medicine	96	75	78%
Nephrology	11	10	91%

Specialty	Number of GME Graduates (Total N=504)	Number of Surveys Returned (Total N=398)	Percentage Response Rate by Specialty
Neurology/Neurological Surgery	18	12	67%
OB/GYN	27	21	78%
Ophthalmology	8	6	75%
Orthopedic Surgery	9	7	78%
Otolaryngology	5	1	20%
Pain Management (Anesthesiology)	1	1	100%
Pathology	18	13	72%
Pediatrics	37	27	73%
Physical Med and Rehab	2	2	100%
Plastic Surgery	4	4	100%
Psychiatry	22	20	91%
Pulmonary Disease/CCM	5	4	80%
Radiology	25	20	80%
Rheumatology	5	3	60%
Surgery	34	19	56%
Urology	7	4	57%
Specialty Not Listed	-	12	-
Other Specialty	2	-	-
OVERALL TOTAL	504	398	79%

DEMOGRAPHIC CHARACTERISTICS

Exhibit 2
Gender of Respondents
(N=397)



Of the respondents:

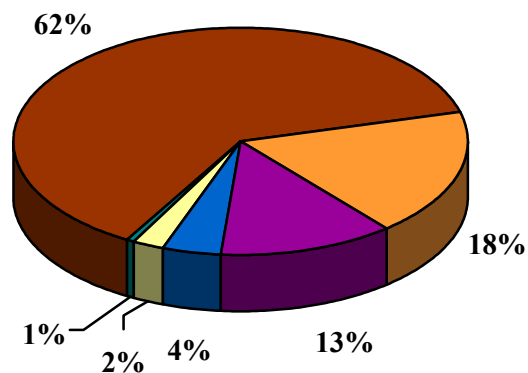
- 255 (64%) were Male
- 142 (36%) were Female

Results showed a lower percentage of female respondents entering the job market in 2003. The percentage was 36%, down from 47% in 2002. The mean age for 2003 graduates was 33 with a range of 26-65.

Exhibit 3
Race/Ethnicity of Respondents
(N=395)

Of the respondents:

- 247 (62%) were White
- 71 (18%) were Asian/Pacific Islander
- 50 (13%) were Black/African American
- 16 (4%) were Other
- 9 (2%) were Hispanic/Latino
- 2 (<1%) were Native American

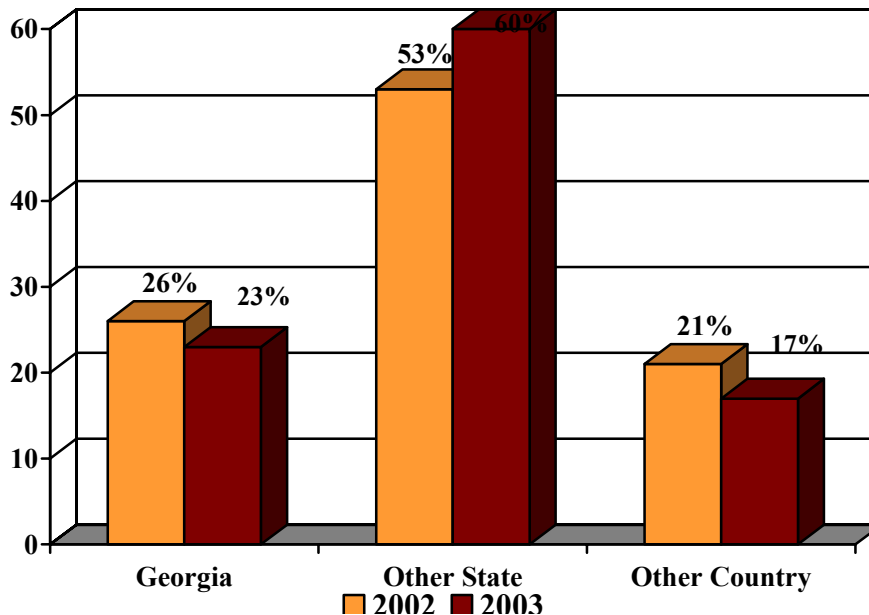


- | | |
|--------------------------|--------------------------|
| ■ White | ■ Asian/Pacific Islander |
| ■ Black/African American | ■ Other |
| ■ Hispanic/Latino | ■ Native American |

RESIDENCE UPON GRADUATION FROM HIGH SCHOOL AND TYPE OF MEDICAL EDUCATION

Exhibit 4

Residence of Respondents Upon Graduation From High School (N=397)



Of the respondents:

- 92 (23%) lived in Georgia
- 237 (60%) lived in Another State
- 68 (17%) lived in Another Country

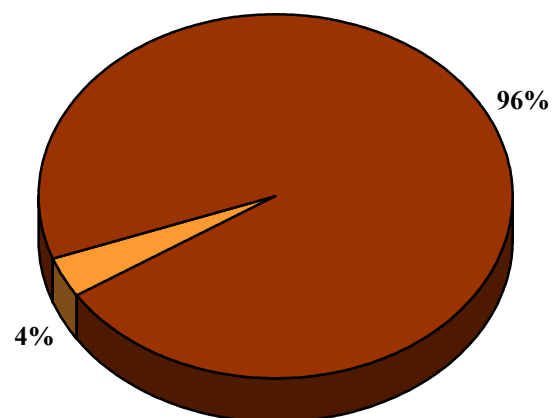
Over two-thirds (77%) of physicians completing training in Georgia attended high school in another state or country (up from 74% in 2002). The percentage of respondents that attended an allopathic medical school remained consistent from 2002-2003.

Exhibit 5

Type of Medical Education (N=396)

Of the 396 respondents:

- 382 (96%) went to an Allopathic Medical School and received an M.D. degree
- 14 (4%) attended an Osteopathic Medical School and received a D.O. degree

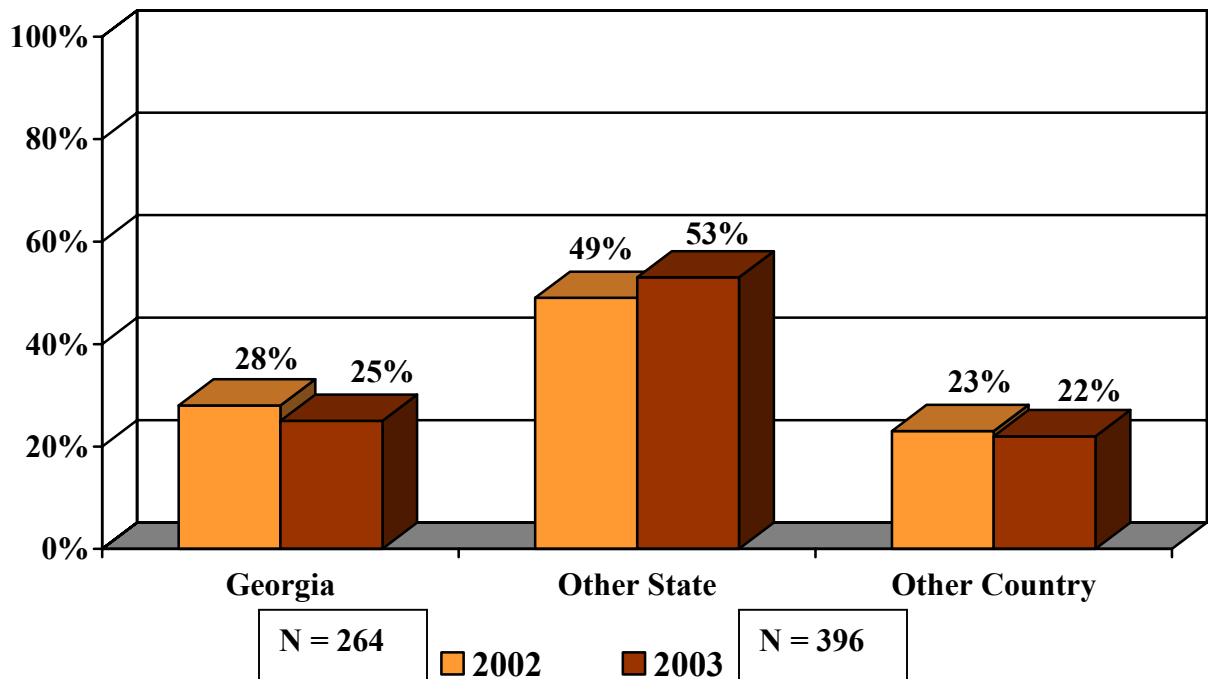


■ Allopathic (M.D.)

■ Osteopathic (D.O.)

LOCATION OF MEDICAL SCHOOL

Exhibit 6
Location of Medical School



Only a quarter (25% or 100) of the 396 respondents answering this question in 2003 graduated from a Georgia medical school, with the majority being graduates from MCG (43%).

Exhibit 7
Respondents by Georgia Medical School

EDUCATIONAL DEBT OF SURVEY RESPONDENTS

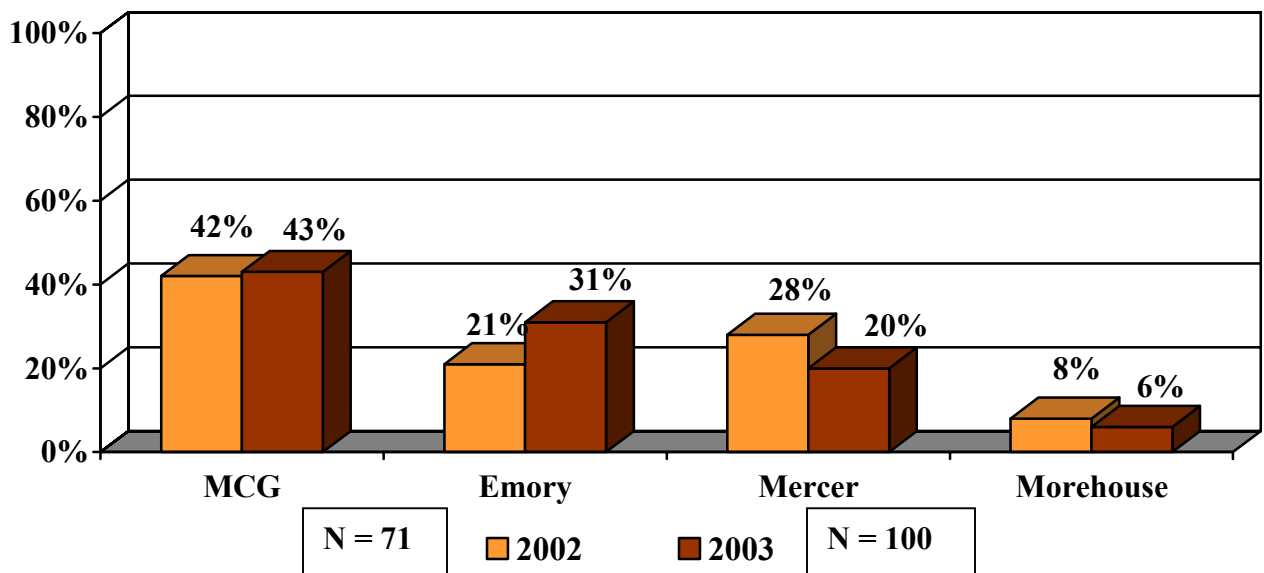


Exhibit 8
Educational Debt of Survey Respondents
Number/Percentage of Respondents by Level

Amount of Debt	Number of Respondents	Percentage of Respondents
None	135	35.81%
Less than \$20,000	7	1.86%
\$20,000-\$39,999	21	5.57%
\$40,000-\$59,999	25	6.63%
\$60,000-\$79,999	30	7.96%
\$80,000-\$99,999	32	8.49%
\$100,000-\$124,999	47	12.47%
\$125,000-\$149,999	14	3.71%
\$150,000-\$199,999	35	9.28%
Over \$200,000	31	8.22%
TOTAL Respondents (n =)	377	100%

As illustrated in Exhibit 8, approximately 42% of Georgia's GME graduates have educational debt totaling \$80,000 or more. One-third of the graduates have educational debt of \$100,000 or more.

Exhibit 9
Primary Activity of Respondents Following Completion of Training
(All Respondents)

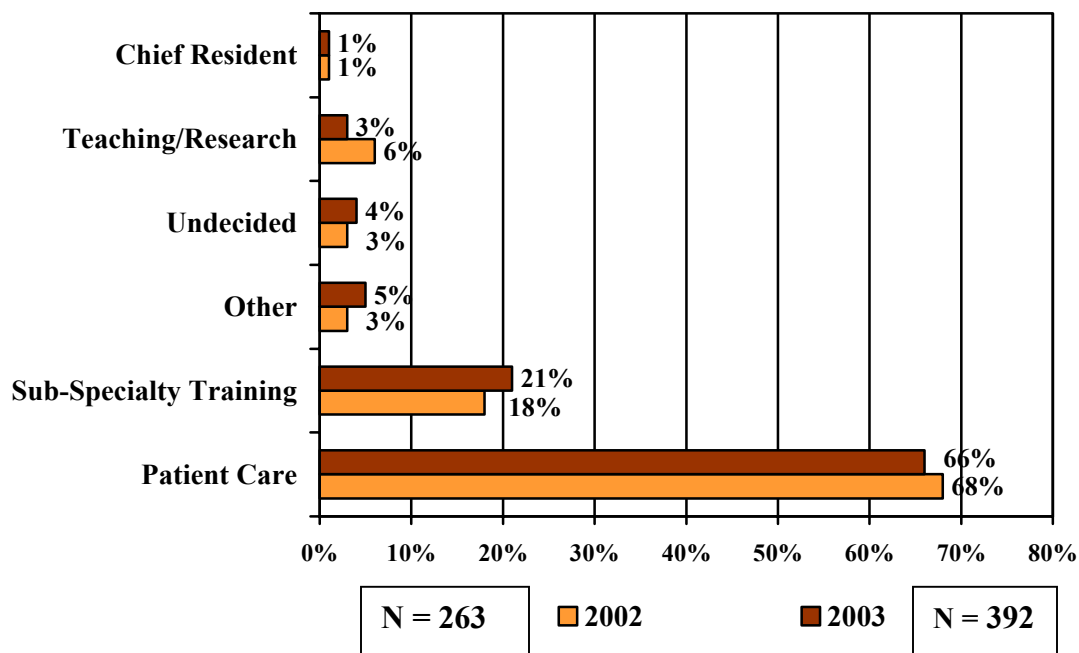


Exhibit 10
Location of Primary Activity for Graduates with Confirmed Practice Plans

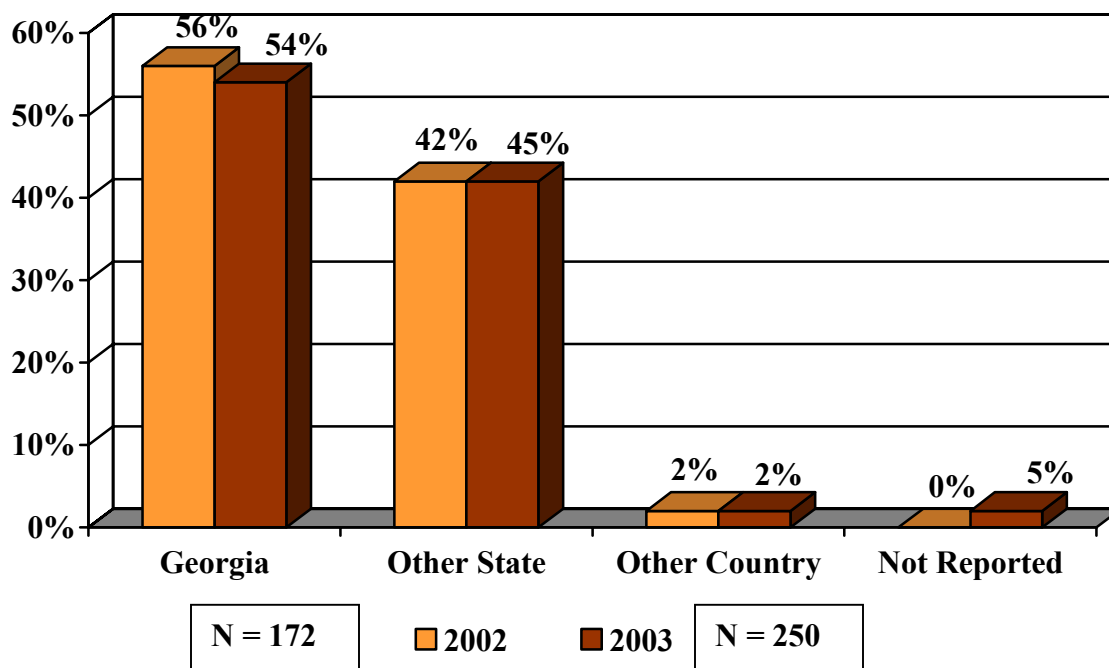
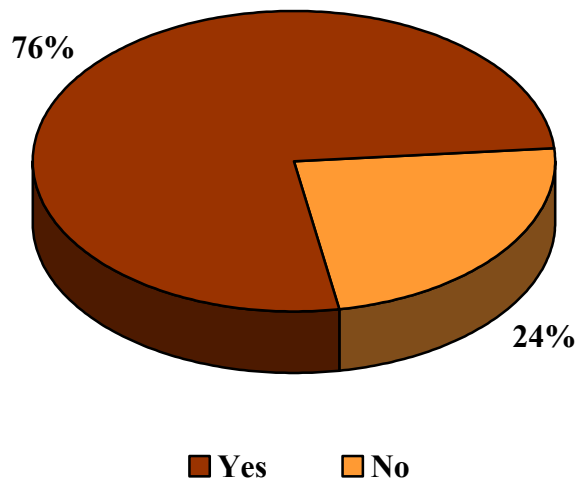


Exhibit 11 Graduates Who Had Actively Searched for a Job (N=357)



Of the respondents:

- 272 (76%) indicated “Yes” they had actively searched for a job
- 85 (24%) indicated “No” they had not actively searched for a job

Exhibit 12 Graduates Receiving/Accepting Job Offer Among Those Who Had Actively Searched (N=272)

Of the respondents who had actively searched for a job:

- 232 (85%) indicated “Yes” they had received and accepted a job offer
- 22 (8%) indicated “Yes” they had received but rejected a job offer and are still searching
- 18 (7%) indicated they had actively searched but not received any offers

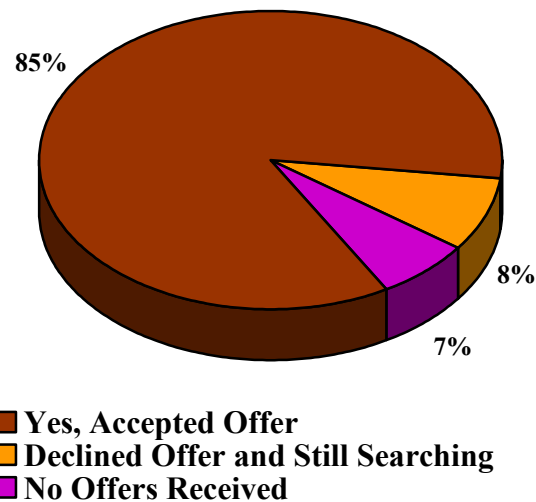


Exhibit 13
Difficulty Finding Practice Opportunity Among
Graduates Who Had Actively Searched
(N=272)

Of the graduates who had actively searched for a job:

- 78 (29%) indicated “Yes” they had experienced difficulty finding a job
- 179 (65%) indicated “No” they did not have any difficulty
- 15 (6%) provided no answer

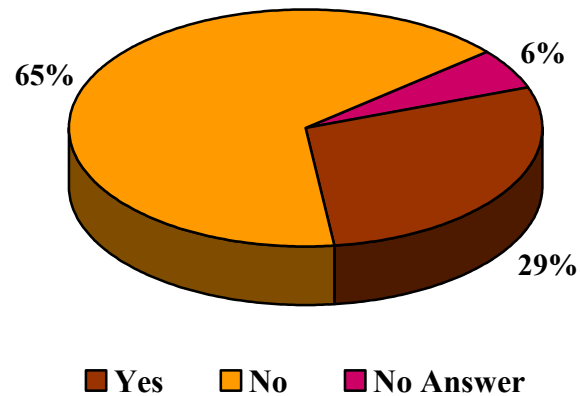
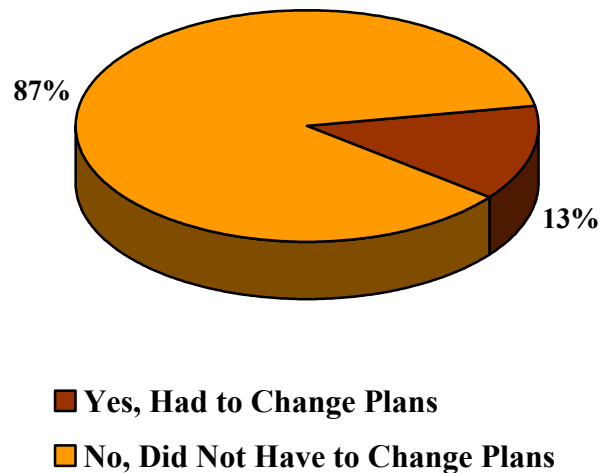


Exhibit 14
Graduates with Confirmed Practice Plans Having
to Change Plans because of Limited Opportunities
(N=245)

Of the graduates with confirmed practice plans:

- 33 (13%) indicated they had to change plans because of limited practice opportunities
- The remaining 212 (87%) respondents with confirmed plans reported no changes being made because of limited practice opportunities



PRIMARY PRACTICE SETTING AND PRACTICE AREA

Exhibit 15
Primary Practice Setting for Graduates with Confirmed Plans

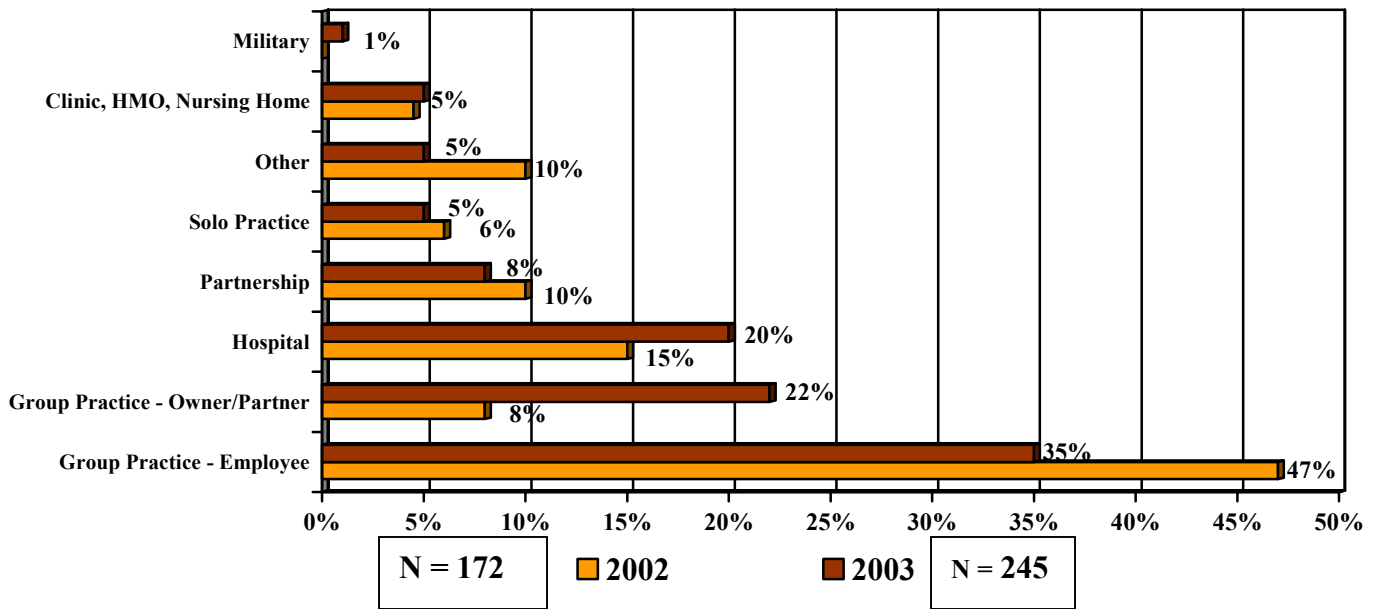


Exhibit 16
Practice Area for Graduates with Confirmed Plans

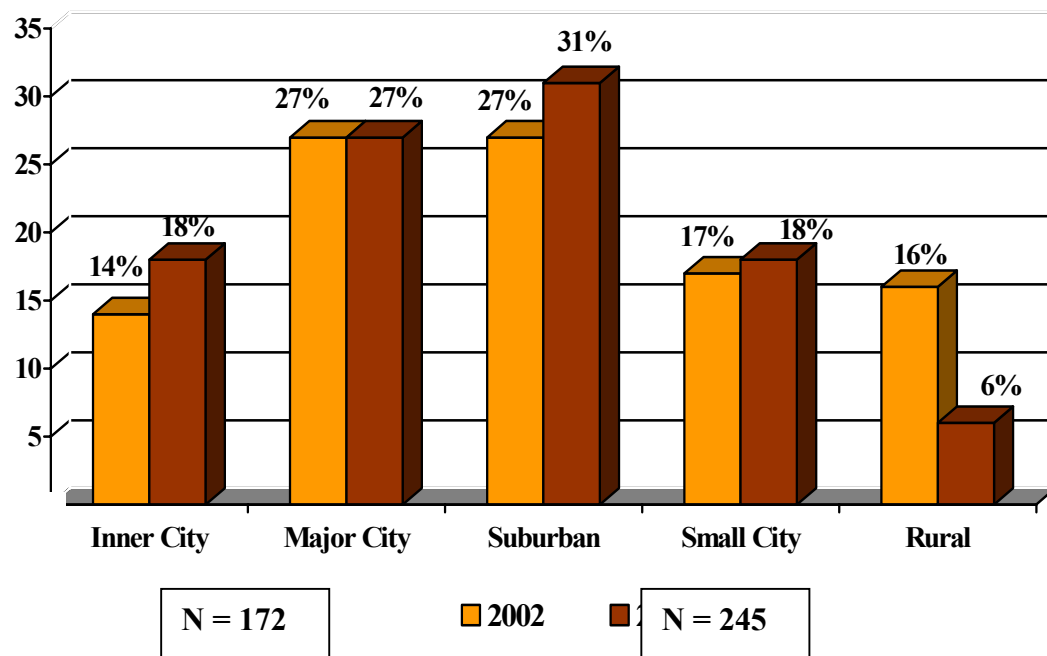


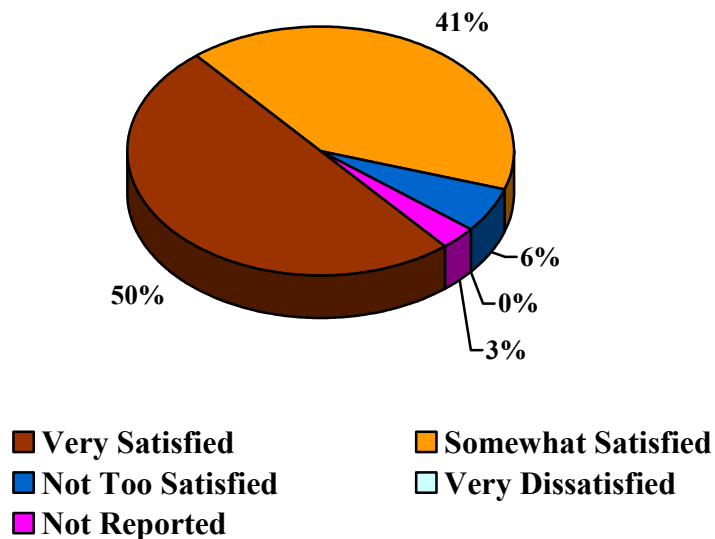
Exhibit 17
Type of Compensation Package for Graduates with Confirmed Practice Plans

Type of Compensation Package	Number of Graduates	Percentage of Graduates
Salary with Incentive	133	54.3%
Salary Without Incentive	79	32.2%*
Fee for Service	25	10.2%
Other	8	3.3%
Total Respondents With Confirmed Practice Plans	245	100%

Exhibit 18
Level of Satisfaction with Compensation
of Graduates with Confirmed Practice Plans
(N=245)

Of the graduates with confirmed practice plans:

- 122 (50%) indicated they were “Very Satisfied” with their compensation
- 101 (41%) were “Somewhat Satisfied”
- 15 (6%) were “Not Too Satisfied”
- 0 (0%) were “Very Dissatisfied”
- 7 (3%) Not Reported



FIRST YEAR SALARY BY SPECIALTY

Exhibit 19
Average Starting Salary by Specialty for Graduates Providing
Expected Gross Income for First Year of Practice
(N=252)

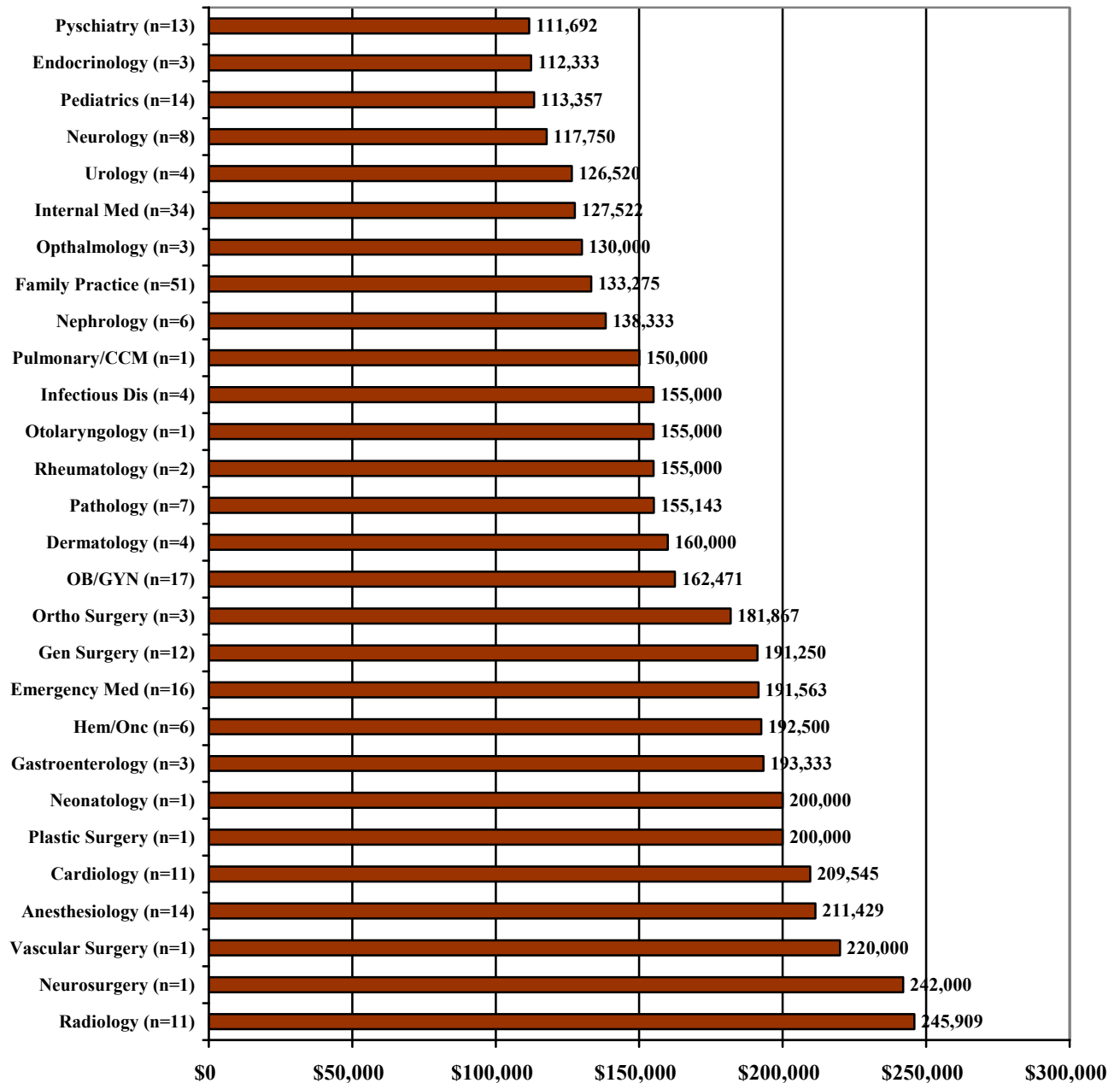


Exhibit 20
Graduates' Perception of State and National Job Market
(All Graduates)

